



BROAD BASED BLACK ECONOMIC EMPOWERMENT  
VERIFICATION CERTIFICATE FOR

# Bearing Man Group (Pty) Ltd

a subsidiary of

Invicta South Africa Holding (Pty) Ltd

Registration Number # 2014/147732/07

Vat Number: 4090266570

Address: 3 Droste Crescent, Droste Park, Jeppestown

Broad Based Economic Empowerment Codes of Good Practice

Gazette no 36928 | 11 October 2013

Generic Scorecard

## B-BBEE Status: Level 2 - Procurement Recognition 125%

### BEE ELEMENT SCORECARD

SCORE INFORMATION	ACTUAL SCORE	TARGET SCORE
OWNERSHIP	22.88	25.00
MANAGEMENT CONTROL	6.58	19.00
SKILLS DEVELOPMENT	10.86	20.00
ENTERPRISE AND SUPPLIER DEVELOPMENT	36.82	40.00
SOCIO ECONOMIC DEVELOPMENT	5.00	5.00
TOTAL SCORE	82.14	109.00

ANALYSIS	RESULT	ANALYSIS	RESULT
BLACK OWNERSHIP	28.28%	Black Designated:	-
BLACK WOMEN OWNERSHIP	15.94%	- Youth	15.46%
BLACK DESIGNATED GROUP	No	- Disabled	0%
MODIFIED FLOW THROUGH APPLIED	No	- Unemployed	0%
EXCLUSION PRINCIPLE APPLIED	Yes	- Rural Areas	0%
DISCOUNTING PRINCIPLE APPLIED	No	- Military Veteran	0%
EMPOWERING SUPPLIER	Yes	Achieved Y.E.S Target & 2.5% Absorption	No
Y.E.S. PARTICIPATION	Yes	Achieved 1.5% Y.E.S Target & 5% Absorption	No
Financial Year	31 March 2023	Double Y.E.S Target & 5% Absorption	Yes

SIGNATURE:

Technical Signatory: M FORD

*Ingkwazi has assessed and verified the B-BBEE elements of the stated Measured Entity, providing an independent and impartial opinion on the BEE status of the enterprise, based on the Broad Based BEE Codes of Good Practice gazette no 36928*

CERTIFICATE NUMBER: TN G 23.10.27 1 RPI

Issue Date: 27 October 2023

Expiry Date: 26 October 2024

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